

**STATE OF NEW JERSEY
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

In the Matter of

CAMDEN BOARD OF EDUCATION,
Public Employer,

-and-

COMMUNICATIONS WORKERS OF AMERICA
(CWA),
Petitioner.

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DOCKET NO. RO-2002-57

CERTIFICATION OF REPRESENTATIVE

An election was conducted in this matter in accordance with the New Jersey Employer-Employee Relations Act, as amended, and the rules of the Public Employment Relations Commission. A majority of the voting employees selected an exclusive majority representative for collective negotiations. No valid timely objections were filed to the election.

Accordingly, **IT IS HEREBY CERTIFIED** that

COMMUNICATIONS WORKERS OF AMERICA (CWA)

has been selected by a majority of the employees of the above-named Public Employer, in the unit described below, as their representative for the purposes of collective negotiations, and that pursuant to the New Jersey Employer-Employee Relations Act, as amended, the representative is the exclusive representative of all the employees in such unit for the purposes of collective negotiations with respect to terms and conditions of employment. Pursuant to the Act, the representative is responsible for representing the interests of all unit employees without discrimination and without regard to employee organization membership. The representative and the above-named Public Employer shall meet at reasonable times and negotiate in good faith with respect to grievances and terms and conditions of employment. When an agreement is reached it shall be embodied in writing and signed by the parties. Written policies setting forth grievance procedures shall be negotiated and shall be included in any agreement.

UNIT: Included: All regularly employed substitute teachers, substitute nurses, substitute guidance counselors and special education substitutes employed by the Camden Board of Education.

Excluded: All managerial executives, confidential employees and supervisors within the meaning of the Act; police, firefighters, casual employees, craft employees, all employees represented in other negotiations units including but not limited to (a) substitute teachers awaiting certification, background checks, medical examinations and other such ministerial acts; and (b) instructional assistants ("IA"), IA s/Bus Aides, library clerks and other CEA unit members who are or may be employed as substitutes.

DATED: March 18, 2002
Trenton, New Jersey

/s/Stuart Reichman
Director of Representation